



Missouri Department of Health and Senior Services

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RELAY MISSOURI for Hearing and Speech Impaired and VOICE dial: 711

NONDISCRIMINATION POLICY STATEMENT

The Missouri Department of Health and Senior Services (DHSS) is committed to the principles of equal employment opportunity and equal access to services. Accordingly, DHSS employees, applicants for employment, and contractors are treated equitably regardless of age, ancestry, color, disability, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. All DHSS contracts and vendor agreements shall contain nondiscrimination clauses as mandated by the Governor's Executive Order 94-3, Article XIII. Such clauses shall also contain assurances of compliance with Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973, as amended; the Americans with Disabilities Act of 1990, as amended; the Age Discrimination Act of 1975, as amended; and other pertinent civil rights laws and regulations.

Applicants for, or recipients of services from DHSS or services funded through DHSS, are treated equitably regardless of age, ancestry, color, disability, national origin, race, religion, sex, sexual orientation, or veteran status. Appropriate interpretive services will be provided as required for the visually or hearing impaired and for persons with language barriers. **Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of DHSS should notify DHSS as soon as possible, and no later than 48 hours before the scheduled event. Contact can be made with either their local DHSS office or Sandy Lewis (Human Relations Officer) or Gwen Petet (ADA Coordinator) at the address and phone numbers listed below.** Applicants for, or recipients of, services from/funded by DHSS who believe they have been denied a service or benefit may file a complaint through their local DHSS office or the Missouri DHSS Office of Human Resources at (573) 751-6059 or (573) 751-6056 or (573) 751-6479. Complaints may be filed in writing to: Missouri Dept. of Health and Senior Services, Office of Human Resources, P.O. Box 570, Jefferson City, MO 65102.

Complaints may also be filed at: U.S. Department of Health and Human Services, Office for Civil Rights, 601 East 12th Street, Room 353, Kansas City, MO 64106; (800) 368-1019 (voice); (800) 537-7697 (TDD).

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on age, color, disability, national origin, race, religious creed, sex, political beliefs, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA. To file a program complaint of discrimination with the USDA, complete the [USDA Program Discrimination Complaint Form](http://www.ascr.usda.gov/complaint_filing_cust.html) online at: http://www.ascr.usda.gov/complaint_filing_cust.html and at any USDA office, or write a letter addressed to USDA and provide all of the information required on the form. To request a copy of the form, call (866) 632-9992. Submit your completed form or letter to USDA through: 1) mail: USDA, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; 2) fax: (202) 690-7442; or 3) email: program.intake@usda.gov.

Persons with disabilities who require alternate means of communication for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.) should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

NON-DISCRIMINATION IN EMPLOYMENT AND PROVISION OF SERVICES POLICY

It is the policy of the Missouri Department of Health and Senior Services to provide equal treatment in employment and provision of services to employees, applicants, and clients without regard to race, color, national origin, sex, religion, age, disability, genetic information, veteran status, ancestry, or sexual orientation; hereafter referred to as 'protected category'.

In accordance with the Affirmative Action Program, Governor's Executive Orders 94-03 and 10-24, applicable federal and state laws and regulations, and the principles of affirmative action and equal employment opportunity, the Missouri Department of Health and Senior Services shall provide equal opportunity for all in recruitment, hiring, training, promotion, transfer, compensation, and all other terms and conditions of employment without regard to protected category status.

It is the policy of the Missouri Department of Health and Senior Services to assure that no person will be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination for any services because of a protected category. No facility operated by the Department of Health and Senior Services may be used to promote any discriminatory practice nor shall the Department become a party to any agreement that permits any discriminatory practice. Appropriate interpretive services will be provided as required for persons with visual and/or hearing impairments and for persons with language barriers. The Department of Health and Senior Services shall not grant, deny or revoke a license, registration or certification on the basis of any protected category.

The Missouri Department of Health and Senior Services' commitment to Title VI, Title VII and Title IX of the Civil Rights Act of 1964 and its amendments, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and the Americans with Disabilities Amendment Act of 2008, the Genetic Information Non-Discrimination Act of 2008, the Missouri Public Accommodations Act, and Missouri Governor's Executive Orders 94-03 and 10-24 is hereby reaffirmed.

All staff and contractors of the agency (where applicable) shall adhere to this policy and the Department's Workforce Diversity Plan. Supervisory and management staff, in particular, shall assure that the intent as well as the stated requirements of the Methods of Administration is implemented. The application of this policy is the individual responsibility of all administrative and supervisory staff.

This policy shall be posted in all offices and facilities of the Missouri Department of Health and Senior Services.



Randall W. Williams, MD, FACOG, Director
Department of Health and Senior Services

3/19/17

Date